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## **New Survey Reports Wages for the Cincinnati, Hamilton, OH-KY-IN Metropolitan Area**

Workers in the Cincinnati-Hamilton, Ohio -Kentucky-Indiana metropolitan area averaged \$15.69 per hour during October 1998, according to a new wage study released by the U. S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Peter J. Hebein said the new survey contains average hourly wages for over 150 detailed occupations and occupational groups. White-collar workers averaged \$18.69 per hour and accounted for 53 percent of the employees studied. Blue-collar workers averaged \$13.52 per hour and represented 29 percent of workers in the metropolitan area. The remaining 18 percent of employees worked in service occupations and earned \$9.71 per hour.

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. The current survey sampled 334 establishments chosen to represent 2,691 organizations employing 494,034 workers within the Cincinnati-Hamilton, OH-KY-IN Consolidated Metropolitan Statistical Area (CMSA), consisting of Brown, Butler, Clermont, Hamilton, and Warren Counties, OH; Boone, Campbell, Gallatin, Grant, Kenton, and Pendleton Counties, KY; and Dearborn and Ohio Counties, IN. Similar surveys are available for Cleveland-Akron, Columbus, Dayton-Springfield, and Youngstown-Warren in Ohio.

The NCS provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single, comprehensive compensation program. Wage data provided by the NCS may be used by businesses for establishing pay plans, making decisions regarding the establishment of new locations, and in collective bargaining negotiations. Individuals may use such data to negotiate pay with their employers and to help choose potential careers. The Federal government uses this data to help determine appropriate salary levels for its own employees.

### Occupational Pay

Within white-collar professions, computer systems analysts and scientists averaged \$30.13 per hour, mechanical engineers \$23.74, and licensed practical nurses earned \$13.75. (See table A-1.)

In addition to providing average pay rates, publication tables also provide details on the distribution of pay levels within an occupation at various percentiles. For example, secretaries were paid \$12.61 per hour on average. But the top 10 percent were paid \$15.96 or more and the bottom 10 percent were paid \$9.51 or less.

Among blue-collar occupations, electricians received \$17.36 per hour, automobile mechanics \$17.33, truck drivers \$14.72, and assemblers \$10.25. Service workers included public service police and detectives at \$18.79, firefighters at \$17.20, janitors and cleaners at \$10.39, and cooks at \$9.21 per hour.

### Average Pay for Selected Characteristics

Private industry workers earned \$15.08 per hour and accounted for 82 percent of the workers in the Cincinnati-Hamilton area. State and local government workers made up the remainder and averaged \$18.90 hourly. Differences in average hourly earnings between private industry and State and local government could be due to differences in the occupational mix as well as to differences in basic pay rates.

The National Compensation Survey also provides wage data by selected characteristics such as full-/part-time status, union/nonunion status, time/incentive status, and establishment size. For example, full-time workers in the Cincinnati-Hamilton area averaged \$16.34 per hour and part-time workers were paid \$9.06. Time workers, whose wages are based solely on an hourly rate or salary, earned \$15.59, and workers whose wages are at least partially based on productivity payments such as piece rates, earned \$26.43. Private industry employees averaged \$12.13 per hour in establishments with 50-99 workers. In establishments of 500 or more workers, staff averaged \$18.56. (See tables C-1 and C-3.)

Subject to publishability criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

## Survey Availability

Complete survey results are contained in the National Compensation Survey, Cincinnati-Hamilton, OH-KY-IN CMSA, October 1998, (Bulletin 3095-60). Copies of survey tables are available on the World Wide Web in both text and PDF formats at <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880. Using a touch-tone telephone, choose menu option "1" to select up to four documents at a time which will be faxed to you within minutes 24-hours a day.

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Printed copies of the October 1998 National Compensation Survey for the Cincinnati-Hamilton, OH, Consolidated Metropolitan Statistical Area, Bulletin 3095-60 are available for \$6.50 (postpaid) from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Pre-payment is required. Orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed by telephone between 9:00 AM and 4:00 PM Eastern Time at (312) 353-1880.

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### **Technical Note**

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. . (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. . (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://stats.bls.gov/compub.htm>, and as Document No. 9899 on the BLS Fax-on-Demand.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Cincinnati-Hamilton, OH-KY-IN, October 1998**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>All occupations</b> .....	\$15.69	\$7.00	\$9.24	\$13.30	\$19.37	\$27.36
All occupations excluding sales .....	15.90	7.32	9.45	13.50	19.58	27.63
<b>White-collar occupations</b> .....	18.69	8.22	10.62	15.62	23.43	33.40
White-collar occupations excluding sales .....	19.44	9.00	11.30	16.63	24.44	33.88
Professional specialty and technical occupations .....	23.09	11.92	15.26	20.18	27.97	36.84
Professional specialty occupations .....	25.01	14.36	17.32	22.15	30.95	38.72
Engineers, architects, and surveyors .....	25.89	19.47	22.07	24.84	28.99	33.52
Industrial engineers .....	28.24	19.47	22.84	27.50	31.73	40.24
Mechanical engineers .....	23.74	20.00	21.10	23.27	26.92	28.00
Mathematical and computer scientists .....	28.83	17.13	21.13	29.45	32.72	48.65
Computer systems analysts and scientists .....	30.13	19.05	22.79	31.01	32.81	48.65
Operations and systems researchers and analysts .....	21.19	13.45	13.85	16.60	23.93	44.23
Natural scientists .....	25.07	17.03	19.21	27.83	28.49	32.16
Chemists, except biochemists .....	22.76	15.90	17.70	23.98	28.49	28.49
Health related occupations .....	20.12	15.40	17.20	19.23	20.88	26.42
Physicians .....	22.09	16.79	17.31	17.79	18.75	44.44
Registered nurses .....	19.71	15.74	17.29	19.75	20.45	22.32
Pharmacists .....	28.79	26.00	26.44	28.50	30.15	32.60
Therapists, N.E.C. ....	14.89	11.51	12.23	13.34	16.40	20.37
Teachers, college and university .....	46.30	25.55	35.21	47.80	55.03	62.71
Teachers, except college and university .....	27.43	16.37	20.84	27.29	34.76	38.89
Elementary school teachers .....	29.34	19.37	22.82	29.15	35.16	39.08
Secondary school teachers .....	30.13	20.12	22.71	31.37	36.48	39.86
Teachers, N.E.C. ....	28.65	18.94	21.93	29.71	35.54	39.38
Librarians, archivists, and curators .....	20.12	11.04	14.05	18.39	26.00	30.70
Librarians .....	19.71	10.96	14.32	18.07	21.44	33.83
Social scientists and urban planners .....	—	—	—	—	—	—
Social, recreation, and religious workers .....	15.11	11.66	13.33	14.79	16.27	18.97
Social workers .....	15.28	11.92	13.53	14.83	16.29	19.20
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C. ....	17.89	12.02	14.08	15.40	19.40	25.05
Designers .....	18.05	8.38	12.82	15.13	20.68	37.44
Technical occupations .....	17.10	8.98	11.50	14.40	18.51	21.74
Clinical laboratory technologists and technicians .....	13.83	8.14	8.60	10.50	18.98	27.50
Radiological technicians .....	14.43	11.50	12.70	14.26	15.87	17.29
Licensed practical nurses .....	13.75	11.85	12.51	14.00	14.84	15.59
Electrical and electronic technicians .....	16.02	11.54	12.18	15.78	19.48	21.74
Engineering technicians, N.E.C. ....	18.21	11.40	16.23	20.06	21.67	21.67
Technical and related occupations, N.E.C. ....	16.80	11.78	13.18	15.71	20.69	21.87
Executive, administrative, and managerial occupations ...	25.99	13.98	17.84	25.00	32.00	40.38
Executives, administrators, and managers .....	28.89	13.77	21.15	27.36	36.75	43.59
Administrators and officials, public administration .....	28.39	19.10	23.87	26.26	35.63	35.63
Financial managers .....	27.33	20.10	25.00	25.00	34.09	34.09
Personnel and labor relations managers .....	30.68	12.23	25.00	34.62	42.31	42.31
Managers, marketing, advertising and public relations .....	34.24	21.15	24.76	29.81	45.67	51.28
Administrators, education and related fields .....	27.92	12.64	14.63	27.93	37.84	40.81
Managers, food servicing and lodging establishments .....	12.50	9.00	11.17	11.17	15.75	16.83
Managers, service organizations, N.E.C. ....	19.73	9.39	14.90	16.71	25.19	31.91
Managers and administrators, N.E.C. ....	32.56	20.22	24.04	30.76	39.13	45.68
Management related occupations .....	21.66	13.99	16.83	20.28	28.25	29.81
Accountants and auditors .....	19.45	13.55	16.31	17.22	22.85	28.25
Other financial officers .....	21.39	13.73	16.83	18.66	23.99	32.97
Personnel, training, and labor relations specialists .....	24.40	14.42	17.14	29.81	29.81	29.81
Purchasing agents and buyers, N.E.C. ....	21.28	14.91	18.38	20.66	24.04	27.93
Management related occupations, N.E.C. ....	20.39	12.84	14.05	18.80	24.15	36.55
Sales occupations .....	12.12	5.90	6.50	8.65	13.51	21.06
Supervisors, sales occupations .....	16.22	9.80	11.54	13.13	18.09	19.19
Sales representatives, mining, manufacturing, and wholesale .....	26.39	11.50	13.22	21.70	36.11	44.29

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Cincinnati-Hamilton, OH-KY-IN, October 1998 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>White-collar occupations</b> (-Continued)						
Sales occupations (-Continued)						
Cashiers .....	\$7.06	\$5.65	\$6.00	\$6.50	\$7.40	\$9.43
Sales support occupations, N.E.C. ....	10.91	5.82	6.24	8.78	13.94	17.28
Administrative support occupations, including clerical .....	11.56	7.75	9.05	10.67	13.07	17.60
Supervisors, general office .....	17.54	11.30	14.88	18.12	19.89	24.52
Secretaries .....	12.61	9.51	10.29	12.19	14.05	15.96
Transportation ticket and reservation agents .....	15.12	7.44	8.99	18.22	19.35	19.61
Receptionists .....	9.60	8.15	8.50	9.62	10.04	12.01
Information clerks, N.E.C. ....	9.14	7.28	7.53	8.57	10.49	12.39
Order clerks .....	10.86	7.95	8.80	9.90	12.36	14.01
Personnel clerks except payroll and timekeeping .....	11.63	7.38	8.00	12.16	14.01	15.38
Library clerks .....	9.56	7.67	9.05	9.62	10.72	11.28
File clerks .....	9.52	6.93	7.53	8.76	12.24	12.96
Records clerks, N.E.C. ....	11.92	9.16	10.54	11.87	13.42	14.88
Bookkeepers, accounting and auditing clerks .....	11.42	8.61	9.41	10.63	12.81	15.50
Payroll and timekeeping clerks .....	12.61	8.25	11.00	11.25	12.71	19.71
Billing clerks .....	10.96	8.60	9.52	10.98	11.92	13.88
Production coordinators .....	16.84	12.99	14.72	15.82	20.50	20.64
Traffic, shipping and receiving clerks .....	10.30	8.00	9.20	9.39	11.00	14.19
Stock and inventory clerks .....	10.68	8.75	8.95	10.31	12.50	12.67
Investigators and adjusters except insurance .....	12.82	8.97	9.34	10.35	18.13	19.76
Bill and account collectors .....	10.49	8.90	9.17	10.06	11.79	12.91
General office clerks .....	9.81	7.00	7.93	9.78	11.39	12.85
Data entry keyers .....	10.30	7.50	8.25	10.50	11.87	12.86
Teachers' aides .....	9.50	5.15	8.12	8.96	11.14	13.70
Administrative support occupations, N.E.C. ....	10.76	7.60	9.01	10.79	12.23	14.36
<b>Blue-collar occupations</b> .....						
Precision production, craft, and repair occupations .....	13.52	7.50	9.50	12.96	16.80	20.50
Supervisors, mechanics and repairers .....	17.68	12.00	14.50	17.44	20.43	24.14
Automobile mechanics .....	23.81	17.28	19.16	23.52	27.26	29.39
Bus, truck, and stationary engine mechanics .....	17.33	13.50	16.50	17.23	19.38	20.43
Industrial machinery repairers .....	14.50	13.17	13.58	14.67	15.60	16.06
Machinery maintenance occupations .....	18.83	13.99	15.36	18.37	21.29	24.46
Mechanics and repairers, N.E.C. ....	14.31	8.95	11.17	16.95	17.16	18.97
Supervisors, construction trades, N.E.C. ....	16.14	12.41	13.60	16.82	18.65	20.26
Electricians .....	21.24	12.14	12.14	19.02	29.63	32.11
Plumbers, pipefitters and steamfitters .....	17.36	12.00	15.00	17.00	20.99	20.99
Supervisors, production occupations .....	19.09	13.50	16.81	18.22	22.52	24.14
Tool and die makers .....	20.28	15.87	17.31	19.00	24.04	25.56
Machinists .....	20.78	14.63	17.46	22.49	24.46	24.46
Inspectors, testers, and graders .....	15.90	11.17	13.27	16.34	18.07	20.43
Machine operators, assemblers, and inspectors .....	16.13	8.91	9.56	12.28	17.50	36.67
Lathe and turning machine operators .....	12.69	8.13	9.75	12.39	15.01	18.13
Grinding, abrading, buffing, and polishing machine operators .....	14.37	8.50	13.95	14.99	16.23	18.73
Numerical control machine operators .....	11.55	8.12	9.80	10.90	12.40	16.84
Molding and casting machine operators .....	14.82	12.48	12.73	16.02	16.03	16.67
Printing press operators .....	11.95	8.68	10.02	11.21	14.43	15.38
Photoengravers and lithographers .....	16.43	10.35	13.11	16.98	20.30	21.47
Laundry and dry cleaning machine operators .....	18.14	13.75	16.25	18.15	21.08	21.37
Packaging and filling machine operators .....	7.52	6.00	6.55	6.99	8.42	9.66
Extruding and forming machine operators .....	10.73	7.92	8.32	9.70	13.41	14.89
Mixing and blending machine operators .....	13.22	11.25	11.67	13.42	14.68	15.16
Painting and paint spraying machine operators ...	15.29	11.65	12.32	14.75	18.82	19.50
Slicing and cutting machine operators .....	10.77	8.50	8.91	10.44	12.75	13.42
Miscellaneous machine operators, N.E.C. ....	11.58	7.45	9.41	12.14	14.29	14.78
Welders and cutters .....	12.63	8.80	10.34	12.85	14.68	16.78
Assemblers .....	13.85	10.04	11.85	13.00	15.66	17.45
Production inspectors, checkers and examiners ..	10.25	7.25	8.13	9.54	11.94	14.94
Transportation and material moving occupations .....	12.85	9.60	11.01	11.70	15.04	16.57
Truck drivers .....	13.68	7.72	10.20	13.40	16.59	21.25
Bus drivers .....	14.72	9.30	11.25	14.35	16.92	21.25
Motor transportation occupations, N.E.C. ....	12.46	8.94	9.75	12.05	15.90	16.60
	6.20	5.25	5.75	5.75	6.75	7.36

See footnotes at end of table.

**Table A-1. Hourly earnings<sup>1</sup> for selected occupations, all workers<sup>2</sup>, all industries, Cincinnati-Hamilton, OH-KY-IN, October 1998 — Continued**

Occupation <sup>3</sup>	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
<b>Blue-collar occupations</b> (-Continued)						
Transportation and material moving occupations (-Continued)						
Industrial truck and tractor equipment operators ..	\$11.48	\$8.50	\$8.50	\$11.59	\$13.30	\$14.31
Handlers, equipment cleaners, helpers, and laborers .....	10.12	6.75	7.50	9.38	12.00	14.52
Construction laborers .....	11.54	8.00	9.46	11.36	13.29	14.77
Production helpers .....	13.39	8.90	11.03	12.47	16.88	18.66
Stock handlers and baggers .....	9.60	5.30	7.39	9.75	11.78	13.35
Machine feeders and offbearers .....	9.75	8.25	8.75	9.75	10.62	11.39
Freight, stock, and material handlers, N.E.C. ....	12.28	8.50	9.26	11.71	15.40	17.40
Vehicle washers and equipment cleaners .....	8.66	5.58	7.00	8.50	10.86	11.55
Hand packers and packagers .....	8.05	6.50	6.75	7.60	8.74	10.25
Laborers except construction, N.E.C. ....	10.40	6.49	8.21	9.94	13.27	14.27
<b>Service occupations</b> .....						
Protective service occupations .....	13.95	5.85	7.00	14.96	19.29	21.18
Supervisors, police and detectives .....	20.58	14.96	16.75	16.87	22.30	33.81
Firefighting occupations .....	17.20	11.02	12.87	19.45	20.13	21.74
Police and detectives, public service .....	18.79	14.96	16.81	19.29	21.18	22.87
Guards and police except public service .....	8.10	5.50	5.75	6.50	9.00	17.69
Food service occupations .....	6.72	2.25	3.55	6.76	9.05	11.21
Supervisors, food preparation and service occupations .....	11.32	7.00	9.09	11.31	13.76	14.86
Waiters and waitresses .....	2.65	2.13	2.13	2.27	2.98	3.55
Cooks .....	9.21	6.00	7.30	9.16	10.95	12.61
Kitchen workers, food preparation .....	8.52	6.65	7.75	9.00	9.50	10.05
Waiters/Waitresses' assistants .....	5.29	3.23	3.55	3.96	7.74	7.74
Food preparation occupations, N.E.C. ....	7.72	5.53	6.09	7.25	9.00	10.49
Health service occupations .....	8.76	7.15	7.70	8.51	9.35	10.87
Health aides, except nursing .....	10.09	7.31	8.32	9.76	11.38	13.28
Nursing aides, orderlies and attendants .....	8.46	7.04	7.61	8.50	9.06	9.77
Cleaning and building service occupations .....	10.31	6.00	7.30	9.46	12.27	16.63
Supervisors, cleaning and building service workers .....	13.17	10.34	11.08	11.08	13.56	17.96
Maids and housemen .....	7.50	6.51	6.79	7.74	7.74	8.14
Janitors and cleaners .....	10.39	5.87	7.29	9.68	12.34	16.63
Personal service occupations .....	9.62	5.80	6.15	7.77	9.02	11.11
Early childhood teachers' assistants .....	8.26	6.82	7.05	8.09	9.13	10.11
Child care workers, N.E.C. ....	8.59	5.72	6.80	9.11	9.63	10.96
Service occupations, N.E.C. ....	8.06	5.59	6.90	7.85	9.11	10.45

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

**Table C-1. Mean hourly earnings<sup>1</sup> by occupational group and selected characteristics, all industries, Cincinnati-Hamilton, OH-KY-IN, October 1998**

Occupational group <sup>2</sup>	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
<b>All occupations</b> .....	\$16.34	\$9.06	\$17.35	\$15.17	\$15.59	\$26.43
All occupations excluding sales .....	16.47	9.46	17.46	15.38	15.87	21.61
<b>White-collar occupations</b> .....	19.20	12.05	23.82	18.02	18.55	28.86
White-collar excluding sales .....	19.72	14.64	24.63	18.73	19.42	—
Professional specialty and technical occupations .....	23.18	21.64	30.97	21.54	23.09	—
Professional specialty occupations .....	24.87	27.97	29.36	24.05	25.01	—
Technical occupations .....	17.65	11.20	38.84	14.29	17.10	—
Executive, administrative, and managerial occupations ...	26.04	16.52	—	26.12	25.92	—
Sales occupations .....	13.72	6.51	9.31	12.30	10.15	29.67
Administrative support including clerical occupations .....	11.81	8.74	14.50	11.16	11.57	—
<b>Blue-collar occupations</b> .....	13.76	8.70	15.65	12.00	13.48	—
Precision production, craft, and repair occupations .....	17.69	—	18.93	16.53	17.63	—
Machine operators, assemblers, and inspectors .....	12.73	—	14.22	11.61	12.69	—
Transportation and material moving occupations .....	14.39	8.70	16.11	11.05	13.61	—
Handlers, equipment cleaners, helpers, and laborers .....	10.27	8.70	11.99	9.33	10.12	—
<b>Service occupations</b> .....	10.85	6.07	13.61	8.02	9.71	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.



**Table C-3. Mean hourly earnings<sup>1</sup> by occupational group and establishment employment size, private industry, all workers<sup>2</sup>, Cincinnati-Hamilton, OH-KY-IN, October 1998**

Occupational group <sup>3</sup>	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
<b>All occupations</b> .....	\$15.08	\$12.13	\$15.73	\$13.45	\$18.56
All occupations excluding sales .....	15.29	12.13	15.99	13.63	18.68
<b>White-collar occupations</b> .....	18.06	15.55	18.49	16.31	20.42
White-collar excluding sales .....	18.92	16.02	19.42	17.66	20.67
Professional specialty and technical occupations .....	22.25	18.89	22.73	20.54	24.02
Professional specialty occupations .....	24.33	20.00	24.89	24.98	24.85
Technical occupations .....	17.15	16.75	17.21	12.76	21.30
Executive, administrative, and managerial occupations ...	25.96	22.19	26.66	24.44	28.46
Sales occupations .....	12.11	12.08	12.11	11.87	13.53
Administrative support, including clerical occupations .....	11.49	10.44	11.70	11.17	12.12
<b>Blue-collar occupations</b> .....	13.40	13.22	13.43	12.05	15.97
Precision production, craft, and repair occupations .....	17.75	15.75	18.07	16.24	19.99
Machine operators, assemblers, and inspectors .....	12.71	12.05	12.77	12.29	14.12
Transportation and material moving occupations .....	13.63	14.62	13.13	11.56	16.15
Handlers, equipment cleaners, helpers, and laborers .....	9.99	10.29	9.94	8.96	11.95
<b>Service occupations</b> .....	8.16	6.07	9.43	7.79	12.78

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.